

**Cohort I School Improvement Grant Recipients  
Fall 2010 Implementation Year  
Waiver Request for  
Timeline Extension to  
Develop a Teacher Evaluation System that Conforms to SIG Requirements  
SUBMIT BY JANUARY 5, 2012**

Please email scanned request and mail the original to:

Joanne Magarian  
[Joanne.magarian@doe.nh.gov](mailto:Joanne.magarian@doe.nh.gov)  
Londergan Hall  
101 Pleasant Street  
Concord, NH 03301

District: Pittsfield  
School: Pittsfield High School  
Transformational Principal: Robert Bickford  
School Improvement Coordinator: Maryclare Heffernan

**RECEIVED**  
**JAN 11 2012**

Submitted by:  1/9/12  
Superintendent Signature Date

**Criteria for Determination of Sufficient Commitment and Progress to Justify Awarding a Timeline Extension**

The data derived from this chart will provide an indicator of commitment to the process to develop a teacher evaluation system.

SIG School Improvement Team Members (Include dates in appropriate cell)	Has not attended workshop sessions (0)	Attended 40% of sessions at this point in time* (1)	Attended 60% of sessions at this point in time* (2)	Attended 80% of sessions at this point in time* (3)	Attended 100% of sessions at this point in time * (4)
Transformational Principal				9/19, 10/27&28, 12/2, 1/9/12	
Lead Teacher				9/19, 10/27&28, 12/12, 1/9/12	
Superintendent or appointee				9/19, 10/27&28, 12/2, 1/9/12	

**\*Include workshop dates in cell**

- ☐ September 19, 2011 Kickoff with Charlotte Danielson (20%)
- ☐ October 27, 2011 Deep Understanding (20%)
- ☐ October 28, 2011 Deep Understanding (20%)
- ☐ December 2, 2011 Designing a System for Teacher Evaluation (1 of 6) (20%)
- ☐ December 12, 2011 Turnkey Teacher Training (20%)

### **Principal Evaluation System Development**

The NH DOE is working in collaboration with the New Hampshire Association of School Principals to provide SIG school leaders with a framework for an effective leader evaluation system, based on the Interstate School Leaders Licensure Consortium (ISLLC) standards. Discussions and training will continue to be lead by the New Hampshire Association of School Principals.

The NH DOE also strongly recommends that the transformation principal participate in the Teachescape Program to become certified in the Charlotte Danielson Evaluation System. Certification in the Danielson Model will provide evidence of the transformational principal's knowledge of what teachers need to know and be able to do as well as the ability to accurately observe and record evidence. These skills apply to teacher evaluation in general and this recommendation is not necessarily intended to require use of the Danielson Evaluation Model.

### **Criteria for Determination of Teacher Involvement and Professional Development Activities**

Teacher and leader evaluation systems are to be designed with teacher and leader involvement. The following chart will gather evidence of teacher and leader involvement and professional development activities. All teacher activities should be in place by January 18, 2012.

<b>System Design and Professional Development Activities</b>	<b>Yes</b>	<b>NO</b>
Has a school based-evaluation committee representative of stakeholders been formed?	x	
Has a school-based timeline for evaluation system design been developed?	x	
Has a decision-making method been adopted for use to gain stakeholder agreement on aspects of the evaluation system design? (Such as fist to five)	x	
Has a timeline for professional development activities been agreed upon?	x	
Has a process been developed for the delivery of professional development which includes a feedback loop to the school SIG team?	x	
Is there a process for teacher union involvement and feedback to the school SIG team?	x	
The district plans to participate in the New Hampshire Association of School Principals discussions and training for leadership effectiveness and evaluation system development	x	

**Provide Evidence of Principal Leadership Activities**

Date	Activity
Dec. 2010 – Present	Active member of the Pittsfield Professional Growth and Evaluation Team which researched, created, and is in the pilot implementation process of the current Professional Growth & Evaluation Plan that incorporates multiple observations and multiple forms of evidence of teacher effectiveness based on the Charlotte Danielson Framework of Teacher Effectiveness
Sept. 2010- Present	Active member of the development and implementation of the Pittsfield Site Council made up of 10 students, 6 faculty and 3 community members which has decision making authority for the school for those items not covered by state or federal law or school board policy
July 2010 – Present	Implementation of a school leadership team that is comprised of the teacher leaders of each of the common planning time teams and departments as well as the building administrators
July 2010-Present	Implementation of a SIG steering committee that meets weekly focused on the oversight of the SIG activities

**Provide Evidence of Operational Flexibility**

Date	Activity
July 2010-Present	Development of embedded professional development components, providers and schedule
July 2010-Present	Flexible scheduling to allow for all teachers to have common planning time everyday
July 2010-Present	Implementation of embedded professional development every week focused on the school's three SIG goals
Aug 2011-present	Implementation of the PGEP

**NH DOE Review:**

Date Waiver Received:

Review Team Members:

Upon examination of the evidence provided, the SEA review team has determined that:

- ☐ sufficient progress toward the development and implementation of an evaluation system in accordance SIG guidance and waiver extension requirements has been made

Date Waiver in effect: \_\_\_\_\_ Date Waiver Expires: \_\_\_\_\_

- ☐ effort to meet the requirements of the development of an evaluation system in accordance SIG guidance is not sufficient. A hearing will be scheduled. (date)

Comments: